

**CONCURRENT RESOLUTION REGARDING THE PUBLIC
EMPLOYEES' HEALTH PLANS**

2019 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Daniel Hemmert

House Sponsor: Norman K. Thurston

LONG TITLE

General Description:

This concurrent resolution directs the Public Employees' Benefit and Insurance Program to offer certain benefits with respect to employee health benefit packages.

Highlighted Provisions:

This resolution:

- describes the state's philosophy on compensation and benefit design for state employees;
- emphasizes the need for greater flexibility with respect to overall compensation design, including health benefit plans, offered to state employees; and
- directs the Public Employees' Benefit and Insurance Program to:
 - allow employees, under certain circumstances, to elect that up to half of the amount that would otherwise go to the employee's HSA be forwarded to the employee as cash;
 - maintain plans, premiums, and premium share percentages for the 2019-2020 plan year; **§→ [and]**
 - **changes the name of the "Utah Basic Plus" plan to "Consumer Plus"; and ←§**
 - cover certain preventative chronic disease medications before the deductible in certain plans.

Special Clauses:

None



59 (2) require a state employee who requests any part of an HSA contribution in cash to
60 agree as a condition of receiving the sum that:

61 (a) the sum shall be treated as an employer benefit and thus not be counted toward
62 retirement, workers' compensation, long-term disability, or any other benefit; and

63 (b) the employee will be responsible for all taxes related to that sum, including any
64 employer-related taxes; and

65 (3) distribute any cash-elected sum to state employees at the same time that HSA
66 contributions are dispersed.

66a **§→ BE IT FURTHER RESOLVED that the Legislature and Governor direct PEHP to**
66b **change the name of the plan currently known as "Utah Basic Plus" to "Consumer Plus." ←§**

67 BE IT FURTHER RESOLVED that PEHP shall maintain the same plans, benefits, and
68 employee premium share percentages for the 2019-2020 plan year that were available during
69 the 2018-2019 plan year, except that PEHP shall identify and cover certain preventative
70 chronic disease medications before the deductible for HSA STAR Plan members, subject to
71 applicable cost sharing requirements that would otherwise apply.

